



# COUNTY OF LOS ANGELES


## DEPARTMENT OF HUMAN RESOURCES

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October 7, 2005

To: All Department Heads

From: Michael J. Henn   
Director of Personnel

Subject: **STRATEGIC VALUES SURVEY UPDATE**

In June 2004, we presented the results of the County's first Countywide employee survey at our Strategic Planning Conference. Since then, our staff has met with many of you and your designees to review department specific results. Our initial survey effort resulted in a very good employee response, established a preliminary baseline, and provided us with data that is being used to enhance the performance environment and thereby affect employee job satisfaction, commitment, well being, and performance. Your support and the participation of your employees were instrumental to the project's success and are greatly appreciated.

In support of Goal 2, Strategy 2, Objective 1 of the County's Strategic Plan, we are finalizing preparations for a second Countywide employee survey. In January of 2006, we will distribute a Strategic Values Survey to approximately 85,000 County employees. We will also distribute an additional 20,000 Supervisor Surveys to supervisors of a random sample of these employees. The results will provide a snapshot of the environment in which our employees perform. The Strategic Values Survey will also provide us with information regarding our progress in moving towards "Condition B," the desired County culture that is the focus of our Strategic Plan. For this project, we will be providing departments with survey results for each of their major operating units and assisting departments with their efforts to identify and implement initiatives that will further enhance the performance environment and shape the organizational culture.

In coming weeks, we will be contacting your Administrative Deputies to enlist their participation in making final preparations. If you have any questions or suggestions, please call me at (213) 974-2406 or your staff may call Bruce McDonald at (213) 738-2124. I expect that this survey process will be a great collaborative success and look forward to acting on the survey results to enhance the performance environment and shape the County's culture.

MJH:TJH  
LT:DD